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worldwide

THE INSIDE STORY OF TECHNOLOGY IN CHINA

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The regulatory crackdowns on China's technology industry last year had prompted organisations to reassess their business models and strategies, but far from leaving the industry in limbo, they catalysed a surge in demand for tech talent as organisations focused on finding and leveraging on pockets of growth.

More than a year after the broad crackdown on technology companies, the Chinese tech industry is now gearing up for new challenges. Major cities like Shenzhen and Shanghai, which house some of China's homegrown Internet giants and well-known international tech firms, are on high alert as they deal with a resurgence of coronavirus cases which are threatening the status quo that have been established over the last two years.

Fortunately, with the tech industry well-prepared for remote or hybrid work by now, the expected disruption to business activities is minimal and organisations will press on with a razor-sharp focus on growth. Spurred on in part by the digital transformation that has accelerated across industries, technology investments continue to rise, especially in the 'hard tech' space such as semiconductors, robotics, and medical devices.



RISING DEMAND FOR TECH TALENT STRETCHING SKILLS GAP

Even amidst tightening regulations, international companies have progressively set up tech hubs in key cities in China in order to centralise domestic operations, with a strong focus on either software, or research and development (R&D). For instance, Daimler set up a **full-fledged R&D centre** in Beijing in October last year to focus on major technological trends, tailor-made innovation, and accelerating local product development. Increasingly, domestic and international companies are also setting up software centres in Suzhou and Guangzhou.

Consequently, the demand for tech talent is higher than ever in major Chinese cities, stretching out an already skills short market. Companies in industries like new/renewable energy, semiconductors, automotive, and medical devices are now looking for talent with niche R&D skill sets as well as specific industry experience to fill R&D roles at all levels, and are more than willing to compensate top candidates generously with a 30% salary jump on average.

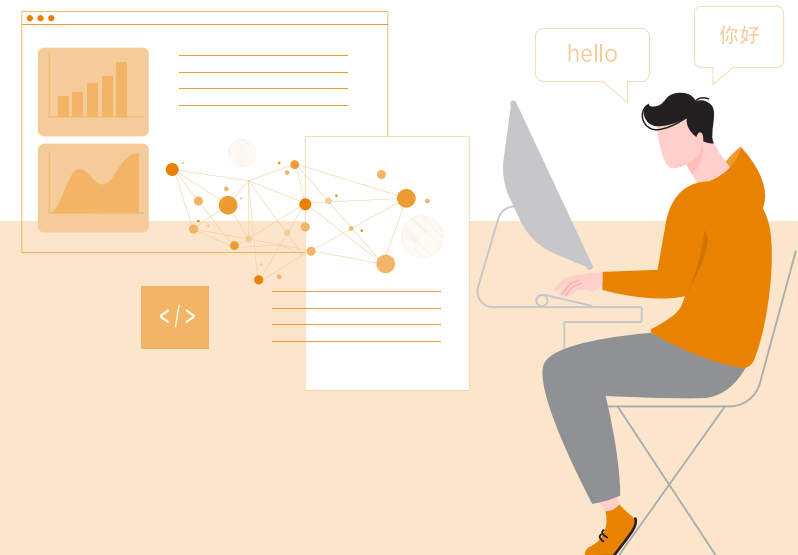
Yet, many of these companies, especially those with aggressive growth plans, are looking for candidates who can ramp up quickly with minimal training and hit the ground running from day one. While tertiary education institutions are churning out technology graduates at **huge volumes**, these fresh graduates rarely have the requisite experience or skill sets employers want.

SKILLS FOR SUCCESS

Tech talent will need expertise in **product design experience, Golang, Python, AWS, SAP ERP**, as well as experience in the **industry they're applying for a job in**.

- Commercial/business acumen
- Bilingual ability (Mandarin & English)
- Communication skills
- Stakeholder management

To stand out, look to upskill in: **Deep Learning, Imaging Processing, C/C++/C#, PowerBI**



Critical junior to mid senior roles seeing growing demand are in the software engineering and R&D space. At a senior level, positions that have been challenging to fill include Head of R&D, technical manager, and solution architect. Core skills for talent within the more technical spaces like software engineering and solution architecture include product design experience, popular programming languages like Golang and Python, as well as knowledge and experience in cloud computing services such as AWS (Amazon Web Services).

With more companies shifting business activities online, e-commerce experience and expertise in enterprise resource planning tools like SAP ERP will be key. Aside from technical skills, commercial and business acumen is what separates high performers from their peers, as they would understand how to deliver solutions that create business impact. Being bilingual in Mandarin and English is also important for employers, as is the ability to communicate ideas and solutions to both technical and non-technical teams within the business.

Advice for candidates

“Upskilling is key to remain competitive in today’s job market. However, it’s also critical for you to understand yourself and how you work to find the company or role that makes most sense for you!”



Molly Ran
Team Manager for Hays Technology



ADAPT ATTRACTION AND RETENTION STRATEGIES TO WIN THE TALENT WAR

Given their rapid pace of expansion, companies that are hiring at high volumes are beginning to turn to Recruitment Process Outsourcing (RPO) to hire the best talent at lower costs. This model has been adopted mostly by large international companies and is intensifying competition in the talent short market. As a result, tech companies are stepping up their talent attraction and retention game to get ahead of the competition.

Aside from larger compensation packages and attractive equity offers, some organisations have put into place formal mentorship programmes as well as career development and career pathing programmes to meet employees' desire to see clear career progress. In fact, the [2022 Asia Salary Guide](#) found that career progression was one of key factors driving people to look for a new job, as well as the top reason they choose to stay in a job.

Advice for employers

“The most important thing is to be aware of market conditions and the availability of talent. Be realistic about the candidates you can get and focus on trainability rather than whether they meet all the skills requirements at that point in time.”



Pinellia Gao
Team Manager for Hays Technology



Companies are also beginning to provide structured learning and skills development programmes, even though most of these currently revolve around language or soft skills.

Additionally, flexible work patterns and hybrid work arrangements are also growing in popularity, in response to people's preference for them. The upheaval of the pandemic has caused working professionals to rethink their priorities in balancing work and personal life and to become more vocal in their desire for greater flexibility and the ability or choice to work remotely.

ABOUT HAYS

Hays is the world's leading professional and skilled recruitment company operating across 32 countries globally. We continue to strengthen our position in Asia operating in five markets across the region from 12 offices. Our operations continue to grow as we aim to help substantially more companies achieve their goals and support more people to find the right jobs to transform their lives.

We are accredited with the world-leading ISO 9001:2015 certification in all our operational markets in Asia including China, Hong Kong SAR, Japan, Malaysia and Singapore.

Our extensive candidate database allows our consultants to search millions of candidates globally using elastic search technology to find the best people in the fastest timeframe. In addition, our exciting collaboration with LinkedIn® provides real-time data on the active candidate market, behavioural trend analysis for future movers and an additional talent pool of millions of potential candidates. We are proud to be the number one most followed recruitment agency on LinkedIn with 5.0+ million followers.

1,100+

Jobs filled every working day

256

Offices worldwide

32

Countries

54

Years of experience

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